

## Robert L. Ehrlich, Jr.

*Governor, State of Maryland*



On November 5, 2002 lifelong Maryland resident Robert L. Ehrlich, Jr. was elected Maryland's 60th governor, the first Republican to hold the office in 36 years.

During his successful campaign for governor, Bob Ehrlich promised an administration that would end the corrupt culture of Annapolis and prioritize fiscal responsibility, education, reduction of gridlock, and enhancement of public safety. With successful bipartisan efforts and leadership, Governor Ehrlich has begun the task of uniting the legislature and appointing a qualified, diverse team to tackle the budget crisis and other issues facing Maryland.

Governor Ehrlich believes that honest government accounting and strong dedication to Maryland's business community are the keys to a thriving, healthy Maryland economy. The tax-and-spend reign in Annapolis ended when Governor Ehrlich vetoed a proposed \$135 million tax increase rather than forcing working Marylanders to pay for excessive government spending. Governor Ehrlich insisted that government be accountable for its past over-spending by proposing an \$851 million reduction in spending.

With just one legislative session under his belt, Governor Ehrlich took numerous steps in tackling the education priorities he outlined during his campaign. As promised, Governor Ehrlich fully funded the Thornton Commission recommendations to ensure that students in failing schools get a quality education. He also won the passage of a landmark charter school initiative, which provides parents the opportunity to move their children into an innovative learning environment where they can realize their full potential. His Juvenile Justice Reform Initiative ensures that quality teachers staff Maryland's juvenile justice facilities, thereby putting at-risk kids back on the path to success.

Governor Ehrlich has gone to bat for Marylanders stuck in gridlock all over the state to allow people to spend more time with their families and less time in frustrating traffic. Fulfilling another campaign promise, he successfully lobbied the Bush Administration to fast track planning for Montgomery County's proposed Inter-County Connector (ICC). Governor Ehrlich also recommended federal-funding for the Baltimore Region Transit Plan, the Bi-County Transitway connecting Montgomery and Prince George's Counties, and the Dover Bridge connecting Talbot and Caroline Counties, and other projects statewide.

Faced with one of the highest murder and violent crime rates in America in addition to national terrorism alerts, Governor Ehrlich has faced public safety issues head on. He brokered an agreement with the U.S. Attorney's Office to begin prosecuting certain gun crimes at the federal level in an effort to sentence violent criminals to longer prison terms and keep them away from Maryland's law-abiding citizens. In light of recent national security risks, Governor Ehrlich convened the first Cabinet-level Summit on Emergency Preparedness and Homeland Security in Maryland. He has worked with U.S. Homeland Security Secretary Tom Ridge and the governments of Virginia and the District of Columbia to implement a National Capital Region Homeland Security Plan.

Governor Ehrlich pledges a fiscally responsible administration that takes its accountability to the residents of Maryland seriously. He welcomes all Marylanders, from every background, station, and political party, to join in his commitment to building a better Maryland in the years to come.

Governor Robert L. Ehrlich, Jr., the only son of Nancy and Bob Sr., was born on November 25, 1957 in Arbutus, Maryland. He received degrees from Princeton University (1979) and Wake Forest University Law School (1982) and served as a member of the House of Delegates (1987–1995) and the United States Congress (1995–2003). He and his wife, Kendel, have one son, Drew Robert Ehrlich, 4.

## **JAMES D. FIELDER, JR., Ph.D.**

***Secretary of Labor, Licensing, & Regulation***



Secretary of Labor, Licensing, and Regulation since March 12, 2003. Acting Secretary of Labor, Licensing, and Regulation, January 16 to March 12, 2003.

Secretary Fielder is currently a member of the Governor's Executive Council; the Cabinet Council on Business, Economic Development, and Transportation; the Asbestos Oversight Committee; the Maryland Building Rehabilitation Code Advisory Council; the Governor's Interagency Council on Homelessness; the Maryland Advisory Commission on Manufacturing Competitiveness; the Interdepartmental Advisory Committee for Minority Affairs; the Maryland Advisory Council for New Americans; the Governor's Interagency Council for the Nonprofit Sector; the State Board of Pilots; Commission on Responsible Fatherhood; the Smart Codes Strategy Group Steering Committee; Unemployment Insurance Funding Task Force; Western Maryland Economic Development Task Force; and the Governor's Workforce Investment Board Executive Committee.

Secretary Fielder was born in Harford County, Maryland and attended the University of Maryland, College Park where he received his B.S and M.ED. He received his Ph.D. from Michigan State University. Before becoming the Secretary of Labor, Licensing, and Regulation, Fielder was the President of On-Campus Management at Capstone Properties.

Fielder was the Director of the Office of Economic Development in Harford County from 1991 to 1994, after which he became the Assistant Secretary for Business Development, Department of Economic and Employment Development. Fielder was the Acting Secretary of Economic and Employment Development in January–April of 1995 and the Deputy Secretary of the Department of Business and Economic Development through 1998. Fielder served as the Vice-President for Administration and Finance at Towson University from 1999 to 2000 before joining Capstone Properties.

## **WILLIAM G. "BILL" ROBERTSON**

***President and CEO, Adventist Healthcare, Inc.***

William G. "Bill" Robertson is the President and CEO of Adventist HealthCare, Inc., a major provider of hospital and other health care services in the communities of the Washington metropolitan area and one of the largest health systems in Maryland. He has served in this capacity since the spring of 2000 and has been a health care executive for the past 17 years.

Prior to joining Adventist HealthCare, Inc., Mr. Robertson was, for four years, the Chief Executive Officer of Shawnee Mission Medical Center, one of the largest and most preferred hospitals in the Kansas City area and was the Executive Vice President and CFO of Huguley Health System in Fort Worth, Texas from 1988 to 1996.

Mr. Robertson's passion is working with people to create sustainable healthy communities.

Mr. Robertson is involved in a number of community organizations including Leadership Montgomery, Montgomery County Chamber of Commerce, the Governor's Workforce Investment Board and the Maryland Hospital Association.

He received his MBA from Texas Christian University in 1992 and has been a certified public accountant since 1983.

## Robert W. Seurkamp

### *Executive Director, Governor's Workforce Investment Board*

Robert W. Seurkamp was appointed Executive Director of the Governor's Workforce Investment Board (GWIB), effective August 18, 2003.

The president of RWS Consulting, Inc. in Baltimore, Mr. Seurkamp has more than 30 years of experience in business management and consulting on all levels. His areas of expertise include human resource management, higher education, labor relations and strategic planning. Mr. Seurkamp's professional career has been distinguished by nearly 25 years with Xerox Corporation, where his contributions were recognized internationally. Additionally, his business acumen prepared him as a successful owner and operator of a small business in upstate New York.

Mr. Seurkamp is a member of the Board of Trustees for the Caroline Center in Baltimore and has held membership in several other organizations, including the Penn Yan, N.Y. Chamber of Commerce and the Rochester Professional Consultants Network. He holds a Bachelor of Science degree from Empire State College in Rochester, New York. Mr. Seurkamp, 63, resides in Baltimore with his wife, Mary Pat.

## EMILY STOVER DeROCCO

### *Assistant Secretary, Employment and Training Administration United States Department of Labor*



Emily Stover DeRocco is the Assistant Secretary for the Employment and Training Administration, where she is responsible for managing a \$12 billion budget that funds the country's public workforce investment system. This includes a number of important programs to American businesses and workers including the employment service system, unemployment insurance program, job training services under the Workforce Investment Act, impacted worker Trade programs, Job Corps, services to Older American workers and youth employment and training programs. The focus of Ms. DeRocco's tenure will be administering these programs in a way that meets business needs for a skilled workforce in the 21st Century.

Ms. DeRocco brings a wealth of experience to her position. In addition to high level federal positions serving the Cabinet officers at the U.S. Department of the Interior and the U.S. Department of Energy during the Reagan Administration, Ms. DeRocco spent over ten years as the Executive Director of the National Association of State Workforce Agencies. At the National Association, Ms. DeRocco represented the state officials responsible for administering employment and training programs funded by the federal government and created the Center for Employment Security Education and Research, a non-profit company dedicated to enhancing the capacity of front-line state and local workforce staff in serving business and worker customers.

Ms. DeRocco received her Juris Doctorate degree from the Georgetown Law Center in 1982 and was admitted to the Bar of the District of Columbia in 1983. She graduated from Pennsylvania State University with a Bachelor of Arts degree in journalism.

## Expectations for Governor's Healthcare Champions

The Governor's Healthcare Workforce Summit will provide a rich forum for the exchange of ideas and a platform to create initiatives that will greatly impact the future of Maryland's healthcare workforce. The drivers for such changes are found in the leadership of our public and private sectors through the creation of sustainable public/private partnerships.

To assist with the coordination of such partnerships we will seek federal and foundation support to retain a fulltime coordinator to assist the Champions in implementing their respective strategies and we will keep the Healthcare Steering Committee in place, at least for the near term to monitor progress and assist in the Champion's efforts.

We are asking for your support today to endorse and sponsor the initiatives developed by you and your peers. As a Governor's Healthcare Workforce Champion we expect that your organization:

- Form a partnership to implement the initiative with other stakeholders who have also invested in the idea;
- Report progress to the Healthcare Steering Committee of the Governor's Workforce Investment Board  
*(Please note we will not make this a burdensome reporting process);*
- Receive support from the Healthcare Steering Committee and staff when appropriate;
- Appoint a representative to the Healthcare Steering Committee.

## CEO Forum/Panel

### *The Challenge and Commitment to Action*

**Kenneth H. Bancroft**  
*President and CEO*  
*St. Agnes HealthCare*

Ken Bancroft has been President and CEO of St. Agnes HealthCare in Baltimore since December 2000, and was Senior Vice-President and CFO at St. Agnes from 1989 until 2000.

He is a native Baltimorean having grown up in Baltimore City where he attended SS Philip and James school and church. Ken received his undergraduate degree in accounting from the University of Baltimore and an MBA from The Sellinger School of Business and Management at Loyola where he is a member of the Board of Sponsors. He has held many volunteer positions with community organizations, schools, business, and professional associations. Ken and his wife, Paulette, reside in Timonium and have two grown children, Heather and Matthew, who both live in the Washington, D.C. area.

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**Ronald R. Peterson**  
*President*  
*Johns Hopkins Health System and The Johns Hopkins Hospital*

Ronald R. Peterson is President of Johns Hopkins Health System and The Johns Hopkins Hospital and Executive Vice President of Johns Hopkins Medicine – the umbrella alliance of the Health System and The Johns Hopkins University School of Medicine. He also serves as Chairman of the Johns Hopkins Medical Services Corporation (also known as Johns Hopkins Community Physicians), which provides ambulatory care at 17 centers throughout Maryland, and as a trustee of the Johns Hopkins Home Care Group.

Tenth president of The Johns Hopkins Hospital – rated the nation's best for thirteen consecutive years by *U.S. News & World Report* – Mr. Peterson arrived at Hopkins in 1973 as an administrative resident and since then, has carried out one assignment after another on behalf of Hopkins. He became administrator of the Henry Phipps Psychiatric Clinic in 1974, of Hopkins Hospital's Cost Improvement Program in 1975, and of the Johns Hopkins Children's Center in 1978.

In 1982, he started the process of transforming the troubled Baltimore City Hospitals into what is now known as the Johns Hopkins Bayview Medical Center, directing a \$100 million physical redevelopment program and turning a \$7 million a year loss under City ownership into a positive bottom line performance averaging \$5 million a year. He served as president of the medical center from 1984 until 1999. In 1995, Mr. Peterson was named executive vice president and chief operating officer of Johns Hopkins Health System, in order to bring stronger coordination and cohesion to its operations and strategic planning. He was named acting president of Hopkins Hospital and Health System in September 1996. The hospital position was made permanent in December 1996 and the health system position in February 1997.

A 1970 graduate of The Johns Hopkins University, with a master's degree in hospital administration from The George Washington University, Mr. Peterson has served as a director of the Administrative Board of the Council of Teaching Hospitals, a component of the Association of American Medical Colleges (AAMC), and is on the Executive Committee of the Maryland Hospital Association. Currently chairman of Baltimore's Workforce Investment Board, he is also a member of the board of the Baltimore Mentoring Partnership and a past member of the Maryland Chamber of Commerce board. His civic activities have also included volunteer work for the American Red Cross, the United Way, the American Heart Association, and the church and school in Harford County attended by his family. Born in New Brunswick, the New Jersey native now lives in Bel Air, Maryland with his wife, Elizabeth "Rooney" Peterson. Their son, Joe, is a law student at University of Maryland and daughter, Susie, is a senior at the University of Pennsylvania.

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### **James P. Hamill**

***President and Chief Executive Officer***

***Washington County Health System, Inc.***

Mr. Hamill became the President and CEO of Washington County Health System, Inc. in September 2000. Since taking this position, he has organized and led a system-wide strategic planning process designed to set the course for the Health System in the decade ahead. In addition, he has continued the integration of the major business units of the Health System and created new opportunities for physician participation.

He most recently served as Executive Vice President and Chief Operating Officer of Quintiles Consulting and the Lewin Group, a subsidiary of Quintiles Transnational. His responsibility was to manage a wide variety of international consulting practices, which included as clients, governments, the pharmaceutical, biotech and medical device industries, and health care insurers and providers. Prior to that time, Mr. Hamill served as Group Vice President of Accelerated Clinical Research, a division of Quintiles. There, he developed a complete new structure for the company, developed strategies for globalization of company products and services, and acquired five companies.

From 1988 to 1997, Mr. Hamill was President and CEO of Holy Cross Health in Silver Spring, Maryland. His accomplishments included organizational change and significant quality improvement, improved staff moral, and net revenues making it the most successful hospital in its service area. Mr. Hamill served in the Chicago area as Chief Executive Officer of Columbus-Cuneo-Cabrini Medical Center, a post he held from 1985 to 1987. From 1973 to 1985, he served as Vice President for Administrative and Patient Care Services of Mercy Hospital and later as President of Misericordia Health System, in Davenport, Iowa. During these years, he planned and opened a replacement hospital on schedule and on budget, developed a medical office pavilion and developed a community based integrated delivery network.

Mr. Hamill holds a B.A. in Political Science from Georgetown University and a M.H.A. from Georgia State University. Upon graduation from Georgetown University, Mr. Hamill was commissioned in the United States Army. His service included a tour of duty in Vietnam as Commander of a Forward Area Weapons Unit.

## Healthcare Steering Committee Member Representatives

### ***Attraction and Recruitment Strategy Session:***

**Maria Varano Butz**

***Vice President and Chief Human Resources Officer***

***LifeBridge Health***

Maria Varano Butz is Vice President and Chief Human Resources Officer for LifeBridge Health. Since March 2001, Ms. Butz has had system responsibility for Human Resources, Leadership/Professional Development, and Clinical Education. Ms. Butz brings 25+ years of human resources, customer service, and management consulting experience to this role. In addition to health care industry experience, Ms. Butz has had roles in the financial services, testing/evaluation, and utility industries. Ms. Butz has designed and led large-scale culture change, which resulted in significant cost reductions and improved organizational effectiveness. Ms. Butz has an MA in Personnel Management, a BA from Southern Illinois University in Occupational Education, and completed the Executive Business Program at the University of Michigan. Ms. Butz is a member of the Human Resources Planning Society and the American Society for Healthcare Human Resources Administration.

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### ***Retention Strategy Session:***

**George (Nik) Nikstaitis, RN**

***Clinical Director***

***Health Facilities Association of Maryland***

Mr. Nikstaitis has twenty-seven years experience as a registered nurse, including acute and long-term care. He served in long-term care in positions ranging from a nursing aide to a Director of Nurses. Mr. Nikstaitis conducted state and federal ICF/MR and long-term care surveys (federally certified surveyor). He monitored quality assurance and improvement in long-term care. He was the Mental Retardation Professional (QMRP) for the State of California, Department of Health and conducted complaint investigations in ICF/MR, community-based facilities for persons with mental retardation and in long-term care facilities. Mr. Nikstaitis is currently serving as the clinical director for the Health Facilities Association of Maryland.

### **Education:**

Psychology, California Coast University, Santa Ana, CA

Divinity, Winebrenner Theological Seminary, Findlay, OH

Registered Nurse, College of the Desert, Palm Desert, CA

Certified as a Domestic Violence Trainer and Counselor

### **Professional Development:**

Catherine Crowley

*Vice President*

*The Association of Maryland Hospitals & Health Systems*

Ms. Crowley joined MHA in 1987 as Director of the MHA Center for Nursing. Since then she has played an active role in workforce development for nursing as well as other health professions. She is the MHA liaison to nursing and human resource executives at member hospitals, the Boards of Nursing, Pharmacy, Physical Therapy and Physician Quality Assurance, professional schools throughout the state, and a variety of other professional health care groups. She is also actively involved in the work of the Maryland Commission on the Crisis in Nursing and Maryland Colleagues in Caring, a project aimed at assuring the long-term availability of qualified nurses. Ms. Crowley's professional responsibilities include working with hospitals and other interested parties to develop strategies to recruit and retain nurses, and other health professionals. Prior to joining MHA Catherine held positions in Nursing Administration at hospitals in New York and Massachusetts. She recently completed her doctoral degree in education at George Washington University. Professional affiliations include membership in Sigma Theta Tau, American Organization of Nurse Executives, Maryland Organization of Nurse Executives, and Academy of Management. Ms. Crowley is an active participant in the Maryland Colleagues in Caring Project and workgroups established by the Governor's Commission on Nursing.

### **Education:**

BSN, Boston College, Nursing

MBA, Boston College, Business

EdD, George Washington University, Organizational Studies

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### **State Policy/Financial Incentives:**

Katharine M. Oliver

*Assistant State Superintendent*

*Career Technology & Adult Learning*

*Maryland State Department of Education*

Mrs. Oliver is the Assistant State Superintendent for Career Technology and Adult Learning. She leads a division of the Maryland State Department of Education dedicated to excellence and innovation in adult education and career and technology education programs. The division's products and services help school systems, community colleges, and community-based organizations prepare students of all ages for lifelong learning and entry into careers. An important component of the division is the Correctional Education Program, which provides educational and library services to inmates in the State's adult prison program. The division also has lead responsibility for *Career Connections*, Maryland's School-to-Career initiative.

Mrs. Oliver began her career in public service with the Maryland Department of Labor Licensing and Regulation. In 1973, she was appointed to the staff of the Maryland State Department of Education, where she held numerous positions in the Division of Rehabilitation Services' Client Services and Disability Determination Services programs.

She assumed her current responsibilities in 1989. She graduated from the College of Notre Dame located in Baltimore, Maryland with a Bachelor's Degree in History and received a Master of Science Degree in Administration and Management from Hood College in Frederick, Maryland. Mrs. Oliver serves on a variety of local, state, and national advisory boards related to education and workforce development and participates in numerous professional organizations associated with career and technology education and adult learning.

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***Military Transition:***

**Stanley A. Seidel**

***Director***

***Veterans' Employment and Training Service***

***U.S. Department of Labor***

Stanley A. Seidel began his career with employment and training programs in March of 1978 as a DVOP in West Palm Beach, Florida. He worked as an Employment Interviewer, Employment Specialist, and LVER until 1984. In October of 1984, he began working with the U.S. Department of Labor/Veterans' Employment and Training Service (VETS) as an Assistant Director and stayed until his promotion to the Office of the Assistant Secretary/VETS in June of 1991. He was employed with the Office of Field Operations until his recent transfer to Maryland as the Director/VETS. Mr. Seidel served in Vietnam in 1968 with the 4th Infantry Division and graduated from Rutgers University in 1976. He is married and has two children, ages 22 and 18.

## Thanks to the members of the Maryland Governor's Workforce Investment Board Healthcare Steering Committee!

### **Chair**

**Bill Robertson**  
*Adventist Healthcare*

**Steve Arenberg**  
*Johns Hopkins Hospital*

**Bonnie Alterwitz**  
*Johns Hopkins Hospital*

**Jerry Behnke**  
*Naval Medical Education and Training Command*

**Bob Burns**  
*Maryland Department of Rehabilitative Services*

**Maria Butz**  
*LifeBridge Health*

**Elizabeth Cavey**  
*Maryland Department of Juvenile Justice*

**Catherine Crowley**  
*Association of Maryland Hospitals & Health Systems*

**Stephen Dillard**  
*U.S. Department of Labor – VETS*

**Donna Dorsey**  
*State Board of Licensing – Nursing*

**Pamela Etzap**  
*University of Maryland Area Health Education Center*

**George Evans**  
*Department of Labor, Licensing, and Regulation*

**Izabella Firth**  
*Life Span*

**Ayana Fews**  
*MidAtlantic Public Health Training Center*

**Jacob Frego**  
*Eastern Shore Area Health Education Center*

**Kathy Gallacher**  
*Maryland State Department of Education*

**Lynn Goldman**  
*Mid-Atlantic Public Health Training Center*

**Ronnie Haertig**  
*Maryland Association of Community Colleges*

**Karen Haller**  
*Johns Hopkins Hospital*

**Ron Hearn**  
*Baltimore City Community College*

**Barbara Heller**  
*University of Maryland School of Nursing*

**Judy Hendrickson**  
*Maryland Higher Education Commission*

**Ron Horne**  
*Department of Defense – OASD*

**Jim Hubbard**  
*U.S. Department of Labor – VETS*

**Kery Hummel**  
*Western Maryland Area Health Education Center*

**Donna Jacobs**  
*University of Maryland Medical System*

**Patty Keeton**  
*Howard Community College*

**Wanda Kearse**  
*Department of Juvenile Justice*

**Michael Kiphart**  
*Maryland Higher Education Commission*

**Pat Kisner**  
*Naval Medical Education and Training Command*

**Beverly Leedom**  
*Naval Medical Education and Training Command*

**Andrea Martino**  
*University of Maryland University College*

**Sylvester McKay**  
*Baltimore City Community College*

**Nik Nikstaitis**  
*Health Facilities Association of Maryland*

**Kathy Oliver**

*Maryland State Department of Education*

**Bob Pelletier**

*Department of Labor, Licensing, and Regulation*

**Cal Pierson**

*Association of Maryland Hospitals & Health Systems*

**Larry Pinkett**

*Department of Human Resources*

**David Richman**

*Johns Hopkins Hospital*

**Steve Sherman**

*Aegis Healthcare Business Solutions, Inc.*

**Stan Seidel**

*U.S. Department of Labor – VETS*

**Karen Sitnick**

*Mayor's Office of Employment Development*

**Ollie Smith**

*Department of Defense – OASD*

**Ray Staten**

*Department of Labor, Licensing, and Regulation*

**Howard Steed**

*Naval Medical Education and Training Command*

**Ginny Story**

*Baltimore City Community College*

**Elizabeth Swatzell**

*Naval Medical Education and Training Command*

**Roy Swift**

*American National Standards Institute*

**Susan Tagliaferro**

*Mayor's Office of Employment Development*

**Vernon Thompson**

*Maryland Department of Business and Economic Development*

**Dennis Trageser**

*Department of Labor, Licensing, and Regulation*

**Anita Waters**

*Baltimore City Community College*

**Jerry Weast**

*Montgomery County Public Schools*

**Tammy Williams**

*Department of Business and Economic Development*

**Adele Wilzack**

*Health Facilities Association of Maryland*

**Ron Windsor**

*Department of Labor, Licensing, and Regulation*

**Brenda Woodsmall**

*Woodsmall Consulting Group*

**Grace Zaczek**

*Maryland Department of Health and Mental Hygiene*

Strategy Session Locations

Attraction & Recruitment (Blue) .....Skipjack Suite

- Located on the third floor of the hotel.
- Directions: Exit the Ballroom, cross the Atrium, turn left in the lobby to reach the elevators. Take the elevator to the third floor. Turn left out of the elevator. Skipjack Suite will be on the left side of the hallway balcony.

Retention (Green) .....Catamaran Suite

- Located on the third floor of the hotel.
- Directions: Exit the Ballroom, cross the Atrium, turn left in the lobby to reach the elevators. Take the elevator to the third floor. Turn left out of the elevator. Catamaran Suite will be on the left side of the hallway balcony.

Professional Development (Yellow) .....Windjammer Suite

- Located on the first floor of the hotel, accessible from the Atrium.
- Directions: Exit Ballroom into Atrium. Windjammer Suite located on the left side of the Atrium.

State Policy/Finance (Red) .....Thomas Point East Suite

- Located in the Powerhouse Conference Center, adjacent to Lowe’s Hotel.
- Directions: Exit the front doors to the hotel, cross through the courtyard. Enter the Powerhouse building; rooms are on the first floor.

Military Transition (Orange) .....Thomas Point West Suite

- Located in the Powerhouse Conference Center, adjacent to Lowe’s Hotel.
- Directions: Exit the front doors to the hotel, cross through the courtyard. Enter the Powerhouse building; rooms are on the first floor.